

Equality and Diversity Objectives Update May 2018

Objective	Action	Update – March 2018
<p>1. Create, sustain and celebrate an inclusive and diverse college community which advances equality of opportunity for everyone. We will do this by;</p>	<p>a. Ensuring Equality and Diversity training is targeted to meet the needs of the College Community and is updated in-line with legislation and community needs.</p>	<p>Prevent Training, staff training on Access Arrangements.</p>
	<p>b. Ensuring reasonable adjustments are routinely considered as part of the student application and staff recruitment and selection processes.</p>	<p>The appointment of a Mental Health Nurse in April 2017 ensures that all students are able to access support in order to make the progress of which they are capable.</p> <p>Training delivered to all staff to ensure students with additional learning needs and access arrangements are identified in a timely manner through initial interview and continuously throughout their studies.</p>
	<p>c. Celebrating diversity through cross College Equality and Diversity Events.</p>	<p>Various events including LGBT History Month – information stalls, LGBT reps are identifiable to all students and are available for students to support and advise. Other events to celebrate the diversity of the college include Festive Fusion Christmas celebrations, fundraising for Mind, the Amnesty Group raising awareness of capital punishment, fundraising for MacMillan, Children in Need, International Women’s Day and plans to celebrate Eid are in place.</p>
<p>2. Treat all the College Community with respect and dignity, and seek to provide an environment free from harassment, discrimination and</p>	<p>a. Maintaining the College philosophy and culture which actively promotes and sustains equal treatment of all.</p>	<p>Appropriate policies are in place and up to date.</p> <p>Matters of ‘equality’ are discussed in student focus groups (Jan 2018), tutorials and training.</p>

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<p>victimisation, including by association and perception. We will do this by;</p>	<p>b. Creating a culture where discrimination, prejudice and inequalities are challenged and eradicated.</p>	<p>Feedback from all 34 student focus groups is entirely positive regarding the equal treatment of all.</p>
	<p>c. Ensuring policies on Complaints, Bullying and Harassment, Recruitment and Selection and Whistleblowing are easily accessible to staff and students and that they remain accurate and up-to-date.</p>	<p>E&D Representative on Student Union.</p> <p>All Policies are accessible via the VLE and are fully updated.</p> <p>No complaints have been made regarding any equality issues.</p> <p>One E&D issue occurred within a lesson, the teacher reported the issue swiftly to the student's SPDL and the matter was dealt with by the SPDL and the Associate Vice Principal.</p>
<p>3. Devising a curriculum that meets the needs of the local community, embraces diversity and closes any achievement gaps. We will do this by;</p>	<p>a. Delivering a tutorial programme that encourages discussion of a range of equality and diversity issues and celebrates key events such as LGBT and Black history month.</p>	<p>The College tutorial programme has a section on LGBT history, international day of human rights, Black History Month and British Values and Democracy amongst others which is delivered to year 12 and 13 tutor groups.</p> <p>Challenging targets are set for the College, subjects and teachers.</p> <p>Current affairs are discussed in tutorial lessons where opportunities to discuss E&D matters are taken to further develop students' knowledge and understanding.</p> <p>A variety of enrichment activities are offered including British Sign Language, Volunteering and Amnesty Youth Group. An LGBT society has been established.</p>
	<p>b. Setting challenging targets for achievement, success and retention with regard to prior achievement and ensuring data is used to monitor and plan effective interventions for different groups of learners.</p>	
	<p>c. Offering an enrichment programme that promotes inclusion and engages students sharing the protected characteristics.</p>	

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		A group of year 12 students work with two local primary schools on the Community Cohesion Programme with an aim of understanding and engaging all communities to promote cohesion.
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- No complaints have been made